

AGENDA FOR EXECUTIVE COMMITTEE MEETING

October 26, 1970

1. Last month's meeting's minutes
2. Committee Reports
3. Financial Report
4. Status of SEED & BICC
5. New & Additional Funding for BICC
6. Director's Report
7. What BICC will Do in 1971
8. Adjournment

business and industrial coordinating council **bicc**

46 BRANFORD PLACE • NEWARK, NEW JERSEY 07102 • AREA CODE 201 622-0272

ROLAND E. STEWART, EXECUTIVE DIRECTOR

October 1970

WHAT BICC WILL DO IN 1971

EXECUTIVE BOARD

CO-CHAIRMEN

Marshall L. Wolf
National Newark & Essex Bank
Mrs. Ruth McClain
Greater Newark Urban Coalition

SECRETARY

William A. Mercer
National Information Center

TREASURER

George F. Birmingham
Harris & Company

LEGAL COUNSEL

Joseph Grebow, Esq.
Ker, Canziz, Scherer & Brown

COMMITTEE CO-CHAIRMEN

COMMUNITY AFFAIRS

John Clarkson
Mutual Benefit Life
Jesse Allen
Peoples Action Group

EDUCATION

Henry M. Boardman
Western Electric - Kearny
Eugene Campbell
Organization of Negro Educators

EMPLOYMENT

John W. Burton
Urban League of Essex County
George Kibacan III
Prudential Life Insurance

FINANCE

Carl A. Venabio
N.A.A.C.P.

MEMBERSHIP & CONSULTATION

William Wilson
N. J. Bell Telephone Co.
Alvin D. Moore, Jr.
C.O.P.E.

PUBLIC RELATIONS

Marvin Greenberg
Rutgers University
Pedro Iglesias
Newark Pre-School Council

RESEARCH & PROGRAM

Mrs. Constance Woodruff
ILGWU
David B. Ruff
Better Business Bureau

TESTING

Julius Logoswick
Western Electric - Newark
Richard Proctor, Jr.
C.O.P.E.

TRAINING

Hon. Matthew Carter
Hoffman La Roche
George Fontaine
Joint Apprenticeship Program

AT-LARGE MEMBERS

Charles Hall
Greater Newark Chamber of Commerce
Robert B. Thiel
Blue Cross/Blue Shield

James W. Williams
Model Cities

David Barrett

United Community Corporation

FORMER BICC CO-CHAIRMEN

William L. Hoffman

Fidelity Union Trust

Hon. Kenneth A. Gibson

Mayor, City of Newark

Charles W. Garrison

Bainbringers

C. Theodore Pinckney

SEED

Hon. George C. Richardson

Assembly

Wesley T. Wiggins

Model Cities Consultant

CONSULTANTS

Kenneth C. Burke

Anti Defamation League of B'nai B'rith

Sharon James

Newark Councilman

Robert F. Kluge

Berno Associates

John F. Maspero

Public Service Gas & Elec.

Albert Meyers

Community Affairs

Joseph E. Partenheimer

BICC

1. Continue year-round job placement in cooperation with the Essex County Urban League. To recommend persons to available training programs as openings and people are matched.
2. Assist in viable career development training in clerical, secretarial, and other areas. Over 1100 yearly will be counseled personally and through the new Computer Matching Program.
3. Continue working with after-hour training programs for office workers, bank tellers, computer programmers and others.
4. Maintain and improve Newark's only monthly public forum for community problems and activities.
5. Work actively with the school system in introducing relevant curricular and offering 30 summer externships for teachers to learn practical aspects of business and industry to improve the quality of teaching and counseling.
6. Work among college and business members in alleviating confrontations, e.g. Gateway and other construction projects.
7. Assist in establishing in-plant training and sensitivity programs for business and industry's supervision.
8. Establish the climate in which greater involvement of industry can take place to include the hardcore unemployed and the disadvantaged trained person.
9. Assist in coordinating job developing programs in Greater Newark, capitalizing on expertise and mutually advantageous efforts of manpower programs.
10. Assist those entities not directly involved with employment efforts such as Greater Newark Chamber of Commerce, local colleges, universities, and schools, and the Greater Newark Urban Coalition, in their efforts to improve Newark as a city in which to live and work.
11. Stimulate and assist in the creation of needed manpower training programs, to attract federal, state, foundation and/or business support, and to administer them when desirable.
12. Multiply basic budget with additional funds from foundations attracted through pilot and demonstration projects. Some \$39,000 is on hand, another \$100,000 is being sought in addition to the basic budget listed on following page.

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 John F. McGuire
 Public Service Gas & Elec.
 Albert Meyers
 Community Affairs
 Joseph E. Partenthaler
 BICC

SALARY

Executive Director
 Consultant
 Project Director
 Administrative Secretary
 Secretary
 Benefits @ 10%

Total Personnel

BASIC BUDGET

\$17,500
 11,000
 12,000
 6,760
 5,500
 5,276

\$58,036

NON-SALARY

Postage \$1,500
 Travel 800
 Communications 2,500
 Public Relations 500
 Equipment, Insurance
 & Maintenance 500
 Office Equipment 1,500
 Contingency 1,200
 Books, Subscriptions 500
 Stationery & Supl. 2,500
 Rent 4,500
 Sub Total \$ 15,500

GRAND TOTAL

\$ 74,036

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ROLAND E. STEWART, EXECUTIVE DIRECTOR

October 26, 1970

EXECUTIVE DIRECTOR'S REPORT

SCHUMANN FOUNDATION

Mr. McCall phoned October 16th to advise us that the Foundation had granted BICC \$39,500 to be allocated as follows:

\$ 3,000.00	Ambulance Insurance
14,000.00	Management Assistant
22,500.00	Computer Match Operation for 6 months

The Foundation did not desire to finance the YMCA projects. After the first six months of the computer operation, the Foundation will evaluate it to grant us the next six month's \$22,500.00.

OTHER FUNDING

In order to finance the total \$135,000 Computer Matching Project funding is being sought from the Eljabar, Victoria, and Engelhardt Foundations currently. Staff is writing a proposal to the U.S. Dept. of Labor for BICC to be funded as THE manpower evaluation agency for Newark, N.J.. BICC is also looking for financing of a teacher for its own clerical program and support for an embryonic waiter-hotel worker program. Some preliminary discussion has been made with Dean Talbot of Rutgers and the Essex County College. The Downtowner Management and others have expressed interest.

FACT SHEET & 1971 BUDGET

At the request of BICC co-chairmen, a data sheet outlining broad BICC programs for 1971 has been prepared showing what the organization will accomplish during 1971 hinging upon the minimal budget of \$75,000 shown. An indepth expansion of shown items will be written by BICC staff.

PORT AUTHORITY & BUILDING TRADES

As part of the Gateway - Newark Airport Action Coalition, BICC has been instrumental in the progress of the behind the scenes negotiations resulting in the Friday, October 23, meeting with Attorney General Mitchell by Governor Cahill, Austin Tobin, William Wallis, Mr. McNaughton of Pru, and Gus Henningburg. A suit to halt construction in the Newark area is under consideration. BICC has been distributing Downtowner job requests to all manpower agencies and pressing Gateway tenants for affirmative action employment plans and jobs.

COMPUTER OPERATIONS

Aside from the 400 possible training situations on the computer, it is noteworthy that only 14 companies are represented with real entry level jobs. It is requested that all the BICC executive committee include their firms in basic entry jobs on the computer regardless of whether they are now hiring or not. Our bank should have over 3500 training or job possibilities.

BICC anticipates a general meeting of all Essex County Manpower Agencies before Nov. 15th to demonstrate "Computer Power" compliments of BICC followed closely by a presentation to business and industry.

NEW STAFF

Miss Ann Calloway formerly of TEAM has had extensive experiences in statistical research, development, job development and administrative contact with the public. Miss Calloway joined staff on October 19th, as a Vocational Analyst. Mr. Alford Vaughn came on board the same date as a Vocational Analyst. Mr. Vaughn brings a background of teaching, probation, salesman and preparation for the ministry.

ODDS & ENDS

Two persons messrs Curtis Hicks and Glenn Duckwall from the University of Dayton visited BICC to hear about and evaluate our Computer Match operation.

Port Authority has approached BICC to profile a total of 63 basic entry level jobs for employment in this area to be worked out.

Hoffman LaRoche has asked BICC to assist them in increasing their retention rate for production workers. Preliminary study and research are ongoing.

Automatic Data Processing of Clifton had their managerial staff to a people sensitivity session performed by BICC staff.

Rutgers University School of Graduate Social Work invited us to speak to its class of 70 graduate students in Newark. Class resulted in two post seminars at the BICC office involving those students.

BICC keynoted a one day institute of the N.J. State Home Economics and Consumer Education Project at New Brunswick on Coordinating Community Services.

Remarks by Mr. Gustav Heningburg, President of The Greater Newark Urban Coalition at the Business and Industrial Coordinating Council general meeting, Monday, October 5, 1970.

I would like to share with you very briefly the background out of which came the formation of the organization of the GNAAC. It goes all the way back to 1963 at Barringer High School out of which confrontation came the BICC. I want to do this very simply, because we have found in about 16 or 18 months now trying to deal with the problem of the Building Trades and minorities, that everytime a new person comes in, he wants to start at "Let's sit down and have a talk," and everytime there's a new issue, be it Gateway, Airport, or whatever else when the key people there come in, their first reaction is, "o.k. fellows you got a good point. Let's sit down and talk about it. Let's meet with the unions, etc."

So we recognized the need to do a little research and put together a presentation to make clear to everybody what's been done already, so we will all be starting from the same point. The background I will share with you now is repetitious to some of you because many of you were physically involved in these things. But for the benefit of some of you who weren't, let me very briefly run through using Barringer as a point of reference. Since that time when there was physical confrontation related to the construction of the high school, and these are not necessarily in order because I did not write them down, you've had a second confrontation about Barringer High School; you've had the Newark-Rutgers Law School confrontation, a law suit growing out of that; you've had federal hearings two days in Newark, a law suit by the contractors; the Medical School dispute; a riot; several cases investigated by the state commission against discrimination, but not filed as law suits for political reasons; the development of the review council growing out of the Medical School issue; the raising of the issue before the Newark City Council about the development of the Affirmative Action Plan for the city of Newark for its construction. We've had meetings with 2 governors, 9 cabinet officers, 2 sets of city councils, and every member of the governors cabinet, past governor and present governor. We prayed and a couple of other things thrown in somewhere along the way.

The records shows the racial make-up in Building Trades in 1970, in some trades its worse than it was in 1963. Now that makes it very clear, not only are we not making progress, we're going backwards. We have invested time, talent, and energy which has gone into dealing with this program since 1963 in Newark. In Newark, I suspect the monetary value would mount up to the millions of dollars. The result has been the racial make-up of the Building Trades unions and some trades are as worse now as they were then. Now that's the picture. It has become clear to some of us that there are no alternatives left other than stop the construction, because we are looking for what other alternatives there may be left which we have not tried already and if any of you have any ideas or other things that haven't been tried I wish you would share them with us, because we have put our brains together and we're fresh out.

Now, in that context the immediate concern is the construction of Gateway and the New Newark Airport, selected for several reasons. They're symbolic; they are very important to the economic well being of the city, and important to its future. But we're concerned with more than simply the presence of minorities in the construction of the two facilities. It has four concerns rather than one.

- (1) Presence of minority workers in construction work force on both facilities.
- (2) The opportunity for minority businessmen to bid on the mall space at Gateway and the consumer service area at the airport.
- (3) The opportunity for minority businessmen to bid on what we call the invisible contracts, the service contracts, the security contracts, the maintenance contracts, the hauling of garbage contracts, etc. As an example of the magnitude of those mentioned, the maintenance and security contracts at Gateway is about a 5 million dollar a year operation, being bid on incidentally by companies all of which are outside of Newark.
- (4) The fourth area of concern is the employment policy of the tenants of both facilities and also the employment policies of all the people who have contractual arrangements with Gateway and the Airport.

It became very clear to us when we first came together and I think the meeting was a unique one in the sense that all six of the organizations came together for the first time being the organizations in town which have a full time mandate and paid staff that deals with minority economic development either in the terms of employment placement and training for minority development. It was basically said to them, "O.k. fellows this looks like a legitimate concern, do we want to deal with it one by one, organization by organization, or do we want to get together and deal with it as a group?" The unanimous response was, "We've got to deal with it as a group." The value of that was recognized immediately because when the first caller identified himself as calling from the Urban Coalition and said this is what we're concerned about, and they said "Oh he's sitting here, he told me to call," and then said, "Oh my man has been to I.C.B.O., and he said 'Oh he's sitting here too.'" And what happens is the hop-scotching which has tended to be the practice all the time got eliminated right away, and there is unity which has characterized those meetings.

We've now begun to invite other people who will have a key role either in the training, or the identification people which these opportunities have presented, are now working very closely together. The other thing that became very apparent to us of those four areas of concern, with the exception of that of getting minorities in the Building Trades, is, there does not appear to be any deliberate effort on anybody's part to exclude minorities. Now this is important; I think there is a deliberate effort in the Building Trades, don't let me create the impression that I don't think there isn't, because there is, but in the other 3 areas of concern there is no conspiracy in our judgement on the part of anybody concerned to exclude minorities from those opportunities. However, secondarily, it became clear that in the normal cause of events as things are always done in the past, each project will be built, rented, leased, peopled, while Black folks and Puerto Ricans will not be involved at all. That's a pragmatic definition of institutional racism. It happens because of the way institutions are structured and operated in our society, not because anybody is trying to keep anybody out. It became very clear to us unless programs with the problem were not called to the public's attention, and unless some mechanism was not developed to focus attention, do the research, and bring pressures to bear, that Gateway would be opened and operated, the Airport would be opened and operated representing millions, if not billions of dollars, of economic opportunity.

The cooperation we have gotten from the P.A. after some fits and starts and misinformation, and from Gateway in terms of providing information to us has been good and we hope it will continue. But I would like to convey to you again before I close, my own feeling based on this point, that after a good number of months and many hours a day in dealing with this problem, I am convinced that there is no other alternative to solve this problem not other than stop this construction, and then let's sit down and talk about it. There are 2 alternatives. These are: (1) the builders stop the construction (2) or the community stops the construction.

As far as I'm concerned, ladies and gentlemen, those are the alternatives and I believe that it reflects accurately the feeling of all the Executive Directors of the organizations we referred to who have been deeply involved in this up to now. Basically these are the requests we're making because I am convinced that if every bricklayer in Essex County stops working and the reason that he stops working is, that there are no Black bricklayers, there will be Black bricklayers by Monday. Now that's an economic reality and I think until everybody begins to deal with that, we may not get the problem solved at all.

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ROLAND E. STEWART, EXECUTIVE DIRECTOR

October 26, 1970

MEMO TO: Executive Committee
FROM: Roland E. Stewart
RE: Newark & Vicinity Entry Level Jobs on Our Computer

COMPANIES ON COMPUTER AS OF: October 22, 1970

Automatic Data Processing
Bambergers
B.I.C.C.
Eastern Airlines
General Electric
Hoffman La Roche
Merrill Lynch, Pierce, Fenner & Smith
N.J. Bell Telephone
N.J. College of Medicine & Dentistry
Public Service
United Airlines
U.S. Savings Bank
Western Electric
Weston Instruments

Is your company shown above?

SPANISH EMPLOYMENT SUB-COMMITTEE REPORT 10-26-70

The purpose of this sub-committee was to study the employment situation of the Spanish-speaking people of Newark. What follows are the results of a survey taken by the sub-committee in the city of Newark.

--	Skilled	Unskilled	Semi-Prof.	Professional	Total	%
Speaks English	29	69	11	8	117	24%
Speaks Some English	14	224	6	2	246	50%
Speaks No English	21	101	7	1	130	26%
Totals	64	394	24	11	493	
%	13%	80%	5%	2%		

Table- 1 -This table represents the level of English of the person and the type of work he does when employed.

	Employed	Unemployed	Totals	%
Speaks English	71	46	117	
Speaks Some English	102	144	246	
Speaks No English	52	78	130	
Totals	225	268	493	
%	45%	55%		

Table-2- Represents the rate of employment and level of English.

	0 to 8th grade	9th to 11th grade	H.S. Grad.	Total	%
Speaks English	66	34	17	117	
Speaks Some English	104	131	11	246	
Speaks No English	65	58	7	130	
Totals	235	223	35	493	
%	48%	45%	7%		

Table 3-. Represents the educational level and the level of English.

Skilled Workers

	Speaks Eng.	Speaks Some Eng.	Speaks No Eng.	Total	%
Employed	18	5	10	33	51%
Unemplo.	11	9	11	31	49%
Totals	29	14	21	64	
%	45%	22%	33%		

Table 4-. Represents the rate of employment of the skilled workers and their level of English.

Unskilled Workers

	Speaks Eng.	Speaks Some Eng.	Speaks No Eng.	Total	%
Employed	41	93	41	175	44%
Unemployed	28	131	60	219	56%
Totals	69	224	101	394	
%	17%	57%	26%		

Table 5-. Represents the rate of employment of the unskilled workers and their level of English.

THE FACTS

- 1) Seventy six per cent (76%) of the persons interviewed cannot converse in English.
- 2) Eighty percent (80%) of the persons interviewed are unskilled workers.
- 3) Fifty five percent (55%) are unemployed.
- 4) Ninety three percent (93%) do not have a H.S. diploma.
- 5) Forty nine percent (49%) of the skilled workers are unemployed.
- 6) Fifty seven percent (57%) of the unskilled workers are unemployed.

RECOMMENDATIONS

As the statistics clearly show, the problems of education and employment facing the Spanish-speaking community of Newark, are of tremendous dimensions. It is the opinion of this sub-committee that our agency, BICC, cannot tackle these problems all at once or by itself.

We would like to see BICC take the initiative in the aid of the "Speak Some English" group, which constitutes 50% of the sample, by designing and sponsoring a massive adult educational and training program for them. This sub-committee feels that by concentrating our efforts on those who have a basic knowledge of english we will increase our effectiveness, achieve quicker results and gain experience to be used later in the more troublesome areas.

This sub-committee asks the Board of Trustees of BICC and its Executive Director to begin a plan of action dealing with the mentioned problems, immediately.

Definitions

Skilled - A person was considered a skilled worker if; had a trade (carpentry) or operated a machine where some type of training was needed for its operation.

Unskilled - Persons employed in restaurants, janitors and general factory work.

Speaks English - Able to carry out a conversation in English.

Speaks Some Eng. - Has a very basic knowledge of the language, being able to answer questions like; "What is your name?".

No English - No understanding of the language at all.

Other Information

- 1) Questionnaires were distributed through out the city, but those areas with the heaviest Spanish population were the main targets.
- 2) The average age of the people interviewed was approx. 28 years.
- 3) About 75% of those interviewed were males.
- 4) Those persons who were employed were not asked their place of employment, but most of the companies are located in the Newark metropolitan area.